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DIVISION OF PROFESSIONAL REGULATION

### **Practice and Education Committee Minutes – DRAFT**

The Practice and Education Committee held a meeting on December 13, 2018 at 9:00 A.M., in Conference Room B, at the Division of Professional Regulation, Cannon Building, 861 Silver Lake Blvd, Dover, Delaware.

**PRESENT:** Nancy Bastholm, Linda Brauchler, Robert Contino, Pia Inguito, Jo Ann Baker, and Barbara Willey

**ABSENT:** Stephanie Evans-Mitchell

**GUESTS:** None

**PRESIDING:** Nancy Bastholm

**STAFF:** Pamela C. Zickafoose, Executive Director Board of Nursing, Division of Professional Regulation

**Call to Order:** Ms. Bastholm called the meeting to order at 9:10 p.m.

**Review of Minutes:** Ms. Bastholm made a motion, seconded by Dr. Inguito to approve the February 9, 2018 meeting minutes with corrections. The motion passed unanimously.

#### **Education:**

#### **Model Rules for Simulation and Out of State Programs**

Dr. Zickafoose reminded members that the current rules state “a portion of clinical” may use simulation and she asked members whether they wanted to include a certain percentage. Members discussed the NCSBN simulation study recommendation that up to 50% of clinical could be replaced with high-fidelity simulation. This includes using electronic manikins such as Sim-Man, Medi-Man or any others that are computer interactive capable of simulating vital signs and incorporating unfolding case studies. Ms. Willey commented the VA is using standardized patients in their telestroke program. Dr. Baker added that clinical availability is declining, and staff are sometimes overwhelmed with the number of students in clinical rotations. Dr. Contino stated the hospitals are also getting more restrictive regarding what students and faculty may perform in clinical settings. Dr. Inguito mentioned students may have

poor clinical experiences with unsupportive staff. Lastly, vacancies are present for nursing staff in all acute care hospitals in DE, admissions were down, facilities are charging a fee to host nursing students, and nurses retiring were other factors to consider supporting the increased use of simulation. After discussion, Dr. Contino made a motion to change the rules to state that up to 50% of clinical per course may be substituted with high fidelity simulation, seconded by Ms. Brauchler. By unanimous vote, the motion carried.

## **Review of DE Programs Annual Reports**

### **Margaret H. Rollins School of Nursing at Beebe Healthcare**

Dr. Contino reported sections A – I were complete and the school has ACEN accreditation for 8 years with the next visit in 2024. Their NCLEX pass rate was 96.15% with 25/26 passing. Survey information was complete with a 100% employment rate. Resources were adequate and students receive a laptop to use in the program. High fidelity simulation was used for 48 hours in the second year and moderate fidelity simulation was used for 32 hours in the first year. ATI is used but not as a program completion requirement. Dr. Contino motioned to continue full approval, seconded by Dr. Inguito. The motion passed by majority rule with Ms. Bastholm abstaining.

### **Delaware Skills Center (DSC)**

Ms. Brauchler reported the DSC received ACEN accreditation in August for 5 years and that Mr. Anderson is no longer with DSC. Their NCLEX pass rate was 90.63% with 29/32 passing. The graduate survey questions included information that would be asked in an exit survey and did not reflect any student outcomes. Therefore, the committee recommends review of the survey process to include student learning outcomes. Their employment rate was 96% and resources were excellent with support of the Labor Board. Most clinicals were in LTC facilities but Ms. Willey added they get a lot of medical surgical experience at the VA Medical Center. The report noted changes of adding mental health coursework across the program and additional LTC facilities for clinical. They also plan to increase enrollment from 32 to 43 in the classroom with one instructor. Ms. Brauchler recommended continued full approval, seconded by Dr. Contino. The motion carried by unanimous vote.

### **Delaware State University**

Dr. Inguito reported the first section was complete. They had 8 graduates take the NCLEX with a 100% pass rate. However, the report indicated they had 15 students enrolled with 14 graduating and 7 not completing so the numbers did not add up. Members discussed attrition and decided to add it back into the annual report. Graduate surveys were sent via survey monkey with only a 15% response rate. However, the 3/20 responses were very positive. Members asked when the graduate survey was done and it was suggested to do it during exit interviews. Their employment rate was reported at 100% and they admitted 28 students. Simulation is one day for each clinical course. Dr. Contino moved to grant continuing full approval, seconded by Dr. Inguito. The motion carried by unanimous vote.

### **Delaware Technical Community College Owens Campus PN Program**

Ms. Willey reported the PN program report was complete in all areas, easy to read, and concise. The PN program has initial ACEN accreditation with the next visit in Spring 2020 and their NCLEX pass rate was 95.24% (20/21 graduates passing) which is up from 88.46% last year. However, the report did not include information on student surveys stating ACEN no longer requires it. After discussion, members determined this is an error because ACEN does require student surveys; they eliminated the employer

surveys though. Dr. Zickafoose stated this was her error as she thought the ACEN eliminated all surveys but she knows the program conducts student evaluations. This will be included as a recommendation for next year's annual report. Ms. Willey made a motion to grant continued full approval, seconded by Ms. Bastholm. The motion carried by unanimous vote.

#### **Delaware Technical Community College Owens Campus AD Program**

Ms. Willey reported the AD program report was well written and easy to read. She expressed concerns over attrition and the need to meet their benchmark. The report needs more detail on resources needed to help retain students including retention data and the open enrollment policy. The NCLEX pass rate was 83.12% (64/77 graduates passing) which was down from 88% last year. The college is changing from Blackboard to D2L learning management system and going live in January 2019. Simulation was used when students were not allowed to go to clinical. Dr. Zickafoose reported she was aware of simulation being used in every course as well as a live patient disaster simulation. Members request next year's annual report to include more information on retention efforts, simulation hours, and student surveys for student learning outcomes. Ms. Willey made a motion to grant continued full approval, seconded by Ms. Bastholm. The motion carried by unanimous vote.

#### **Delaware Technical Community College Stanton Campus AD Program**

Dr. Inguito reported all of section one was complete. The NCLEX pass rate was 93.28% (111/119 graduates passing) but the numbers were off by one student in the report. For graduate satisfaction 119/125 surveys were returned for a 95.2% response rate and all agreed they were well-prepared by the program. They reported an 84.7% employment rate with an 85% collegewide benchmark. All resources were adequate. They mentioned a one credit hour reduction change in curriculum and a change from TEAS to the ATI pre-entrance exam. Members discussed the need to include more student survey information to include end of program student learning outcomes for next year's annual report. Dr. Inguito recommended continued full approval, seconded by Ms. Bastholm. The motion carried by unanimous vote.

#### **Delaware Technical Community College Stanton Campus RN Refresher Program**

Dr. Inguito reported section one was fine. However, they noted 16 were enrolled but did not provide data for number of students completing. The report also stated they have DOL funding but did not indicate how many were actually funded by the DOL. The program has 46 hours theory and 80 hours of clinical which meets the board requirements. Dr. Inguito made a motion to grant continued full approval after receipt of completion numbers, clarification of end dates and clinical hours, and clarification of funding with actual number paid by DOL, seconded by Dr. Contino. The motion carried by unanimous vote. Information was received and reviewed by Dr. Zickafoose and Ms. Bastholm indicating 13 nurses completed, there are 80 hours of clinical, and no funding was provided by the DOL.

#### **Delaware Technical Community College Terry Campus PN Program**

Ms. Willey reported the NCLEX pass rate was 100% (20/20 graduates passing) and they should be commended for this. They use a variety of teaching and learning methods including a 12 bed simulation lab. There was a 53% response rate for student data and students reported 100% satisfaction as well as a 100% employment rate. Dr. Baker commented they give employer surveys during the advisory meeting. The administrative support staff were not included in the annual report; instead the higher education staff were reported and this should be corrected for next year's annual report. The change from Blackboard to D2L learning management system was reported and members would like an update next

year on the implementation. Ms. Willey made a motion to grant continued full approval, seconded by Dr. Contino. The motion carried by majority vote with Dr. Baker abstaining.

### **Delaware Technical Community College Terry Campus AD Program**

Ms. Brauchler reported the first section was complete. However, the enrollment numbers were a little hard to follow with the number of admission dates and lack of attrition rates. Members discussed attrition and will add this back into the annual report for next year. The NCLEX pass rate was 87.21% with 75 of 86 graduates passing, and they have an 86.5% employment rate. Dr. Baker explained she included data for the time period of the annual report and not the overall college employment rate statistics. The committee will recommend that all three DTCC schools use the same graduate employment rate data to be consistent in next year's report. Faculty certifications should also be reported in next year's report. Dr. Zickafoose will check the template to be sure the correct one was disseminated. Resources were excellent for both fiscal and physical resources. The change from Blackboard to D2L learning management system was reported with a January 2019 implementation date and members would like an update next year. The change from the NLN TEAS to the ATI pre-entrance exam was also noted. Ms. Brauchler made a motion to grant continued full approval, seconded by Dr. Contino. The motion carried by majority vote with Dr. Baker abstaining. A revised report was submitted with support staff resources included.

### **Leads School of Technology/Adoni Health Institute**

Ms. Bastholm reported this report was written by Ken Anderson and Michele Biliski and it was more transparent than previous years although it still contained a few grammatical and spelling errors. Sections A – I were complete. The NCLEX pass rate was 88.24% with 15/17 graduates passing the exam. However, 14/17 graduates taking the NCLEX exam were from previous classes and only 3/19 graduates from March and July 2018 had taken the NCLEX by September 30<sup>th</sup>. Members reviewed enrollment numbers with 19/37 graduating representing a 51.35% completion rate or 48.64% attrition rate. It was noted that the part-time program only had a 14.2% completion rate and this should be reviewed. No data was provided under the survey section so members could not ascertain attainment of program or student learning outcomes. The members are requesting copies of the completed Student Satisfaction, Student Clinical Site Evaluation, and Employer Satisfaction surveys and a summary of the raw data be provided for review as the annual report stated "Compiled survey results are available to the board upon request." Employment rates indicated 100% (15/15 taking and passing exam) are employed. Fiscal resources are sufficient.

The report stated "Fortunately, Maternal-Child nursing is the only component of the AHI curriculum that requires skills lab supplemental hours. The use of the skills simulation lab manikins, supplemental videos and online maternity teaching modules are utilized in lieu of clinical time in maternity." This is not consistent with current Board rules which require hands-on clinical for maternity. It was noted they are "exploring a partnerships with Westside Family Health and Henrietta Johnson Community Health Center for student observations in their prenatal clinics, in order to provide maternal-child and perinatal clinical experiences and observations." The report indicates all clinical for maternity is through simulation. The faculty table on page 16 does not list any area of clinical expertise for Habte Flower. Recommendations from last year included national nursing accreditation and the report indicated they have been working with ACCET prior to the ACEN accreditation.

The Corrective Action Plan (CAP) was also submitted with the annual report. Members reviewed each area of the action plan to determine if the measurable objectives were met or not met. However, no

measurable outcomes data were provided to determine whether the objectives were met or not met. Several objectives were not measurable. The committee requests Adoni to compile the outcome data for each area of the CAP to be submitted to the Board by March 1<sup>st</sup>. Therefore, there is no recommendation at this time until the data from surveys are provided as well as the CAP outcomes measurement data. Dr. Inguito made a motion to make no recommendation at this time pending information being submitted for review, seconded by Dr. Baker. The motion passed unanimously.

### **Polytech Adult Education PN Program**

Dr. Baker stated the report was well written and included all necessary information in Sections A - I. The NCLEX pass rate was 83.87 with 26/31 graduates passing NCLEX. There was a 44% response rate on student surveys with a 100% employment rate for 2017 and 71% so far for 2018 grads. Resources were adequate. Minor changes were noted to the student learning objectives language and there was a slight tuition increase. Simulation is used in 12.2% of clinical experiences. Dr. Baker made a motion to grant continuing full approval, seconded by Dr. Contino. The motion carried by majority vote with Ms. Brauchler abstaining.

### **Wesley College BSN Program**

Dr. Baker stated the report was well written and their NCLEX pass rate was 95.74% with 45 out of 47 graduates passing NCLEX. Ninety-five percent of the 74.4% of responses were employed. It was noted their skills lab and resource center are open seven days a week which is quite noteworthy. Simulation is conducted for 20% of clinical in foundations and 50% in the senior practicum. Dr. Baker made a motion to grant continued full approval, seconded by Ms. Brauchler. The motion carried by majority vote with Dr. Contino abstaining.

### **University of Delaware BSN Program**

Dr. Contino reported sections A – I were complete. The NCLEX pass rate was 89.35% including both undergraduate and accelerated BSN students (151/169 graduates passing). The survey data was confusing especially with employer surveys being sent at one- and five-year intervals. Members discussed the need for employment data at 6 – 9 months after graduation. The faculty data page was incomplete with degrees left blank and/or insufficient information included. The committee requested the faculty table to be corrected and resubmitted. The report indicated significant curricular changes are planned to include changing back to starting clinicals in the sophomore year and increasing family, community, and population health content. The substantive change report was submitted to the CCNE. Dr. Contino moved to grant full continued approval contingent upon receipt of the corrected faculty table, seconded by Ms. Bastholm. The motion carried by majority vote with Dr. Inguito abstaining. The corrected faculty table was submitted and approved by Ms. Bastholm and Dr. Zickafoose.

Dr. Contino moved to approve the substantial curriculum revisions as proposed in the annual report, seconded by Ms. Bastholm. The motion carried by majority vote with Dr. Inguito abstaining.

The University of DE also reported on their RN to BSN program. They had 54 enrolled with 24 graduates and 30 students progressing. Members discussed since this was a post-licensure program there was no need to vote or approve the program.

### **University of Delaware RN Refresher Program**

Ms. Bastholm stated the report was complete. They had 86 students enrolled with 12 from DE. Fifty-five completed and 12 are progressing. There were no comments to address from last year and no major

changes anticipated. Dr. Zickafoose mentioned she was notified by Kate Salvato they would be revising the RN Refresher but this was not mentioned in the annual report. Ms. Bastholm made a motion to grant full continued approval, seconded by Ms. Brauchler. The motion carried by unanimous vote.

**LPN Refresher Issues**

Dr. Zickafoose stated there is no LPN Refresher that is active in DE and one is needed. LPNs out of practice five or more years need a refresher or a supervised practice plan. They contact the board stating they are unable to find a facility willing to do a supervised practice plan. Ms. Brauchler mentioned that Polytech is considering starting a LPN Refresher and requested Dr. Zickafoose send the required paperwork.

**PRACTICE ISSUES** - None

**PUBLIC COMMENT** - None

**OTHER BUSINESS** – Dr. Zickafoose asked committee members if they would prefer to use eBoards for meeting materials and they all said they preferred to keep the meeting as it is now.

**NEXT MEETING** - TBD

**ADJOURNMENT** – Ms. Bastholm adjourned the meeting at 12:30 p.m.

Respectfully Submitted,

A handwritten signature in black ink that reads "Pamela C. Zickafoose". The signature is written in a cursive, flowing style.

Pamela C. Zickafoose, EdD, MSN, RN, NE-BC, CNE, FRE  
Executive Director, Delaware Board of Nursing